

SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
SEPTEMBER 12, 2017
SMYRNA REST AREA, SMYRNA

Present: Lloyd Schmitz, Chair, Council on Blind/SCPD; Marissa Catalon, Vice-Chair, DDDS; Andrea Guest, DOL/DVR; Julie Petroff, DOL-Division of Industrial Affairs (DIA); Pat Maichle, DDC; Dan Madrid, DHSS; Dale Matusevich, DOE; Sandy Reyes, Department of Human Resources; Ron Sarg, DCVA; Laura Waterland, DLP; John McNeal, SCPD Support Staff; and Amber Rivard, Support Staff.

CALL TO ORDER/Introductions/Approval of July & August Minutes

Lloyd called the meeting to order at 9:37 am. Everyone introduced themselves. Ron motioned for approval of the minutes. Dale seconded the motion. The July and August minutes were approved as amended.

ADDITIONS OR DELETIONS TO THE AGENDA

None

BUSINESS

Membership & Guest List

John stated that one of the requirements of the Commission is knowing who attends the meetings on whose behalf. There are changes that need to be updated to the Commission membership and guest list. There were a couple vacant positions that are required to be appointed by the appropriate legislators. A letter was sent to the appropriate legislators encouraging them to appoint someone to the positions due to it being their responsibility. The following changes should be made to the membership: Chair- Lloyd Schmitz, Vice-Chair- Not voted, vacant members who are people with a disability and knowledgeable of disability issues should be appointed by the following: Speaker of the House of Representative and President Pro Tempore of the Senate. Other vacant positions are as followed: a member who is experienced with State employment services but is not a State employee that is appointed by the chair of the SCPD (Nick Fina had resigned). A representative of the Division of Industrial Affairs that is appointed by the Secretary of Labor is filled by Julie Petroff. Emmanuel is still available to participate in his role on the membership until it is filled by someone else.

Pat asked if a letter should be sent out to the public to see if they are interested in filling the vacant positions of the membership. A letter should also be sent out to the legislators in charge of assigning those positions to individuals they believe are interested in the Commission and most qualified. Laura stated that she has an individual who has shown interest in the Commission and recommends the individual as a possible candidate. Lloyd stated that there will be a list of participants that the Commission will invite that may be interested in participating in future meetings. He asked John if a letter was sent out to the suggested groups interested in attending meetings. John clarified that a letter was drafted by Dan and was reviewed among the members of who will receive the letter.

Draft Letter Re: Membership Outreach

Lloyd asked for suggestions from the Commission on the Calling All Workforce Champions letters. Pat asked for clarification on what the letter is addressing to the interested individuals. She asked if they encourage the individuals to attend the meetings or to become members of the Commission. Lloyd clarified in stating that membership is not up to the Commission, but is the responsibility of specific legislators. He added that the letter was encouraging them to attend meetings. John stated the letter was to have other interested groups mainly participate in meeting discussions. It was sent with the other letter looking for membership. Sandy suggested that the first sentence be changed to say, "...creating positive change because of your ability to assist and create positive change with the work you do through people with disabilities." Julie stated that it is not clear in the letter on what role the individuals will play and recommended a clarification. John clarified that individuals will be invited to attend meetings, but are not being invited to be a member as it states in the draft letter.

Dan had created a list of names of possible participation from organizations to attend future meetings. John asked if there were any additions to the list that the Commission would benefit from attending the meeting discussions. Lloyd suggested that DVI should be included in the list to participate in meetings and ask them whenever Deb is unavailable to represent, to send another designee. Dale suggested employers from Project Search to participate.

Employment First Analysis (May 10, 2017)

Dan briefed the Commission on the updated analysis. The analysis had expanded over the discussions from combining the meetings this year and on a national level of Employment First State Leadership Mentoring Program. Initially, the plan was to present the analysis to legislators and the governor with the promise of recommendations from the Commission. Currently, he does not know if the Commission should keep the recommendations as is or revise the document. The document has the recent up-to-date track changes, and the Commission was provided more expert opinion from the subject matter expert, Dr. David Mank. Pat stated the changes on the document of Appendix A. The comments were from the organization, but the Committee had discussed opening it up for public comment that was to happen in the summer. She suggested they remove the comments in Appendix A until the public provides their comments. Lloyd asked Dan if the analysis should be tabled until the Commission members collect their thoughts and put it on the next meeting agenda to finalize the document.

Andrea suggested that the document be clearer for better understanding. She suggested to also invite Representative Heffernan to the next meeting to discuss the phasing out of subminimum wage (Employment First Analysis). There is a noticeable decrease from DVR on individuals entering or not entering sheltered facilities. She mentioned that DVR hired another casual seasonal counselor to assist with the overflow of subminimum wage certificate referrals even though the amount of individuals attending sheltered facilities decreased. There was discussion on the next meeting being in New Castle County in the Department of Labor to be closer for Representative Heffernan to attend. Representative Heffernan will be invited by John and Andrea. Sandy suggested sending Representative Heffernan the draft of the analysis to give her

an understanding of why phasing out the subminimum wage would be beneficial and to ask for her suggestions.

Lloyd suggested using social media for the Commission to spread hashtags to people with disabilities to use. Dan discussed flyers for the Commission that need updated information (Governor Carney quote and updated seal). John will communicate with DSP about printing out updated version of the flyer from the Commission. Andrea stated that DVR has social media that will be more active during the month of October due to it being National Disability Employment Awareness Month. Discussion was made to gain sponsors for the EFOC analysis. Dale asked what the timeline is for adding public comment to Appendix A of the draft document. Pat suggested by November or December to add in the public comment and approved by the Commission on the document before the General Assembly meets in January 2018.

Vice-Chair Vacancy

Marissa agreed to pass the Vice-Chair position to any who are interested. She nominated Pat Maichle for Vice-Chair. Lloyd seconded the nomination. The vote was unanimous. Pat Maichle is the new Vice-Chair of the Commission.

SME (Subject Matter Expert) for Next Year?

Dan stated that the main initiative was for the Commission to discover if they would receive funding for next year for having an SME. It was inconclusive. Dan stated the Commission should discuss with Representative Heffernan more on the main objectives of the Commission (Next Steps) and who would be best suited to come discuss more on this subject in future meetings. Lloyd stated the latest discussion with the SME was on capacity building. Capacity building is an ongoing issue in having a sufficient amount of capacity providers in responding to needs of individuals with disabilities. There are providers that have struggled with assist those with severe disabilities and not have enough providers for each individual seeking assistance.

Lloyd asked if the Commission does not have someone selected from ODEP or a federal partner, would there be another option in the state for having an SME. Marissa stated that the SELN (State Employment Leadership Network) can connect the Commission towards any national entities that have representatives from other states that can relate to the work the Commission currently is working towards (resources). She added that she has narrowed it to two possible candidates: (Institute for Community Inclusion) ICI in Boston and National Association for DD Directors. The National Association for DD Directors are visiting near the ending of September to do a State assessment for DDDS. Andrea suggested contacting AND due to them receiving the biggest impact to expand and develop. AND may have resources through their national network. Lloyd asked if the Commission should wait until next meeting to discuss this with Representative Heffernan. Andrea commented that it would be best for the Commission to follow Marissa in moving forward with capacity building. Lloyd added that Dr. Mank would be willing to be a resource to answer any questions the Commission had on capacity building.

Dan stated there is an application package that is drafted annually and endorsed by many members of the Commission that could ask for a variety of technical assistance (TA). Lloyd asked who would submit the package. Dan offered to assist in making the package for this year.

WIOA Federal Report Summary

Lloyd had emailed Andrea about the report. She will not be able to attend the November meeting due to CSAVR Conference (Council of State Administrators of Vocational Rehabilitation), but it does not affect Julie from attending. A report from DOL will be sent to the federal government regarding the first official data collection since the signing of the bill. The federal government changed the data collected from DOL from October 1 to September 30 (changed to quarterly data). DOL is maintaining the employment outcome data on a federal basis due to when they attend JFC, the data makes it seem as if not many individuals are being assisted. Lloyd had thought the report had involved discussion about transition. Dan added that it was probably just on a State level. Andrea clarified that DOL will be collecting data, but will not have a year-worth of data until a year has passed. She added that collecting data from WIOA is good, but DOL will also review the work that DVR has been doing in response to WIOA. Lloyd commented that he will present that to DVI and see if they are available to meet in December to discuss it more (December agenda).

OTHER BUSINESS

None

ANNOUNCEMENTS

The Transition Conference will be held December 5. The conference had sent more information on the conference later in the week of September 11 and week of September 18. As of September, there are four operating search sites for Del-DOT State entity. Starting the week of September 18th, there will be monthly meetings for the State Transition Council in DOE. Increase and improve outreach by updated flyers for the Commission. Julie Petroff was introduced and welcomed into the Commission.

There was discussion on House Bill 4. This legislation amends that the Department of Human Resources by transferring various divisions and other organizational units from the Office of Management and Budget (OMB) to the newly established Department of Human Resources (HR). People with disabilities have stated some issues with obtaining employment for merit HR employees. John stated that the Title II document, Delaware Persons with Disabilities Employment Protection Act, should be discussed and rewritten by the Commission to have reasonable accommodations for people with disabilities and to educate HR in hiring people with disabilities a merit status of employment. He will hand out the document in the meeting in November.

ADJOURNMENT

Meeting was adjourned at 11:35 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist